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News Letter

SPECIAL EDITION
January 17, 1983

OFFICE OF UNIVERSITY RELATIONS • NEWS BUREAU • MARSHALL UNIVERSITY • HUNTINGTON, WEST VIRGINIA 25701

Employees face furloughs; summer school cut

Impact of budget reduction outlined

As a result of the state's financial problems, Marshall University may be shut down two weeks this semester and employees face furloughs ranging from 10 days for nine-month employees to 14 days for 12-month employees, President Robert B. Hayes announced Friday at a meeting in Memorial Student Center.

If the plan must be implemented, the first three weeks of summer school falling within the current fiscal year also will be eliminated.

Marshall is being required to reduce its 1982-83 budget by an additional 7 percent, or \$1,336,000, in order to comply with a directive that state agencies cut their budgets by a total of 10 percent for the year. An additional \$281,000 must be removed from the separate line item budget of the School of Medicine.

Earlier, in November, the budget had been reduced by 3 percent, or \$679,000, including \$204,000 from the School of Medicine budget.

Governor John D. Rockefeller IV mandated the additional 7 percent cutback during his State of the State address to the Legislature last Wednesday evening. He said declining revenues indicate a \$91 million shortfall in the state budget by June 30.

Hayes discussed the situation Friday in a series of meetings which included University Council, the faculty Budget and Appropriations Committee, the Staff Council and members of the Academic Planning and Standards Committee. The sessions concluded with a meeting of deans, departmental chairmen, members of the administrative staff and other faculty members.

The plan developed in these and earlier meetings is being submitted to the Board of Regents for approval and forwarding to the governor.

In order to comply with the mandate for an additional 7 percent reduction, Hayes said, Marshall will have to:

—Eliminate the weeks of summer school falling in this fiscal year, saving \$311,000. (This is required of all state colleges and universities.)

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Furloughs come after March 14

Guidelines issued by the Board of Regents require that each public higher education institution must furlough nine-month employees a minimum of five days and 12-month employees a minimum of seven days. In order to reduce its budget the required 10 percent, Marshall University is planning to furlough nine-month employees 10 days and 12-month employees 14 days.

The regents also directed that five days of the furlough period take place in the last week of the current semester. In Marshall's case, that means a shutdown May 2-6 with final exams advanced a week. Commencement also will be moved up, from May 7 to April 30.

On recommendation of University Council and other faculty representatives, the other five days of furlough for nine-month employees will be taken March 14-18, following the scheduled Spring Break March 7-11. In most cases, 12-month employees also will be furloughed March 14-18 and May 2-6, although there will be different dates for some in order to cover essential services.

An additional four days of furlough will be scheduled for 12-month employees. In many cases, these dates will be decided within the various service units and with discussion with the individuals, President Hayes said.

Under the Board of Regents guidelines, no furloughs will take place before March 14.

The pay losses resulting from the furloughs will be spread equally over the remaining pay periods in the fiscal year, March 16-May 30 for nine-month employees and March 16-June 30 for 12-month employees. For both groups, the furloughs equate to two days of lost pay each pay period.

Dr. Robert W. Coon, dean of the School of Medicine, said furloughs for medical school employees also will be 14 days. However, he said, a different schedule will have to be established in order to maintain the school's health service programs and to retain its accreditation.

Hayes said several other state schools, including West Virginia University, are having to extend their furlough periods beyond the minimums established by the Board of Regents in order to effect the required 10 percent budget reduction.

"I hate the word 'furlough' now," Hayes said. "When I was in the service, I loved the word."

Choices limited, President notes

I am sorry that we have not been able to communicate with more of you and earlier. We have been working with very limited choices and very tight time lines. We did involve representatives from all groups early and they were very helpful.

These are difficult times for us and for many of our people. Your professionalism and dedication are deeply appreciated.

If you have any ideas or questions, please direct them through your supervisors. We will respond as quickly as possible.

Robert B. Hayes
President

Committee to recommend summer plan

(Continued from Page 1)

-Furlough nine-month employees for 10 working days, a yield of \$390,000.

-Furlough 12-month employees for 14 days, a saving of \$308,000.

In order to lessen the impact on personnel, additional cuts have been made in the current expense budget to yield \$263,000; the repairs and alterations budget, \$40,000, and the equipment budget, \$24,000.

Hayes pointed out that the funds taken from the R&A and equipment budgets were emergency funds. "Now, there's nothing left," he said. "If something breaks, it stays broken."

He said the administration is gambling that the winter will remain relatively mild in making the additional current expense cuts. "If the weather turns extremely bad, we will wind up with a problem paying utility bills," he said. He called for additional curbs in use of utilities, telephones, mail and other current expense items.

Hayes said the Academic Planning and Standards Committee has been asked to recommend a summer school schedule to begin with the new fiscal year, starting July 1.

The financial problem is not limited to Marshall, to higher education, to West Virginia, or to the nation, Hayes said. "It is a world-wide problem. This doesn't lessen the fact as it hits home—at a difficult time and in a difficult way.

"We are concerned. We've tried to look for answers and we still don't have some of them," he added. "We don't have too many choices. The choices are limited to get to the essential bottom line, over which we have no control. It has been set by circumstances and persons beyond us."

BOR GUIDELINES

Here are the guidelines issued by the West Virginia Board of Regents for furlough of full-time employees in the state system of higher education:

1. All full-time employees, regardless of funding source, will be subject to the minimum furlough requirement, except those employees involved in essential patient care at West Virginia University Hospital.
2. No employee will be furloughed prior to March 14, 1983.
3. The minimum five day furloughs for nine-month employees will occur during the last week of the current semester. Payroll reductions will be spread equally over the payrolls remaining after March 14, 1983.
4. The minimum seven day furloughs for twelve-month employees will be scheduled by the institution in consultation with those employees. Payroll reductions will be spread equally over the March through June payrolls.
5. Furlough related payroll reductions will be calculated by dividing the employee's full monthly salary rate by 22 work days and multiplying by the required furlough days.
6. Any further reductions in personal services budgets met by temporary furloughing of employees must reflect the differences in the employment periods of these persons.

In response to questions, Hayes noted:

-Graduate assistants and residence hall advisors may be exempted from the furloughs.

-Students living in residence halls will receive refunds for meals not served during the two additional weeks the university will be closed this semester.

-Students will receive full credit for their classes.

-In a statewide financial emergency such as this, it is legal to furlough employees under contract, according to an opinion obtained by the Board of Regents from the Attorney General's Office.

-There should be no problem with North Central Association accreditation.

-Employee insurance will not be affected. Retirement benefits will be affected to some extent, particularly for those under the state retirement system and in their last five years of employment.

He urged that employees make known any questions they come up with, preferably in writing and addressed to either him or Provost Olen E. Jones Jr. He asked that they not be anonymous because they may require further discussion.

"We have tried to be creative within the boundaries given us," he said. "We have tried to show concern within those boundaries. But our choices are limited."

Special faculty meeting is called

The following faculty petition was delivered to the Chairman of the University Council by Dr. Christopher L. Dolmetsch on Jan. 12 at 3:15 p.m. The document contained a total of 76 faculty signatures. The petition reads as follows:

We, the undersigned, being duly appointed full-time Marshall University faculty, are deeply concerned by proposed cuts in the current Marshall University budget. Especially serious are the announced plans to reduce faculty and staff salaries and benefits.

Therefore, we request that in your capacity as President of this body you convene the faculty at the earliest possible date to consider and take possible action on these and related matters.

A Special Faculty Meeting will be held on Tuesday, Jan. 25, at 4 p.m. in Old Main Auditorium to consider this budgetary matter.

Sam Clagg, Chairman,
University Council